



# **E-Learning Curriculum**

**Barrett Academy for the Advancement  
of Human Values**

# **E-Learning Curriculum**

**Barrett Academy for the  
Advancement of Human  
Values**

## **Five Modules**

- **Foundation Courses**
- **Personal Evolution**
- **Organizational Evolution**
- **Societal Evolution**
- **Leadership Development**



## Foundation Courses

- Seven stages of personal development
- Seven levels of personal consciousness
- The evolution of decision-making



# Seven stages of personal development

## OVERVIEW

We are all on a journey of personal evolution: we just don't know it. It begins at conception, and if you consciously engage in the journey it continues until your last day. You only begin to consciously engage in this journey when you decide to explore three existential questions: Who am I? Why am I here? and What is my purpose? This course helps you to answer these questions.

## WHAT YOU WILL LEARN

- The seven stages of personal development
- The approximate age when each stage of development begins
- The key requirements for mastering each stage of development
- The ego stages of development
- The soul stages of development

## 9 LESSONS





# Seven stages of personal development

## LESSON 1: GETTING STARTED

Questions people are asking  
My notes on the reading assignment

## LESSON 2: THE STAGES OF PERSONAL DEVELOPMENT

Understanding deficiency needs and growth needs  
The Barrett model  
The ego-soul dynamic  
The alignment of the ego with the soul  
The activation of soul consciousness  
The seven stages of psychological development  
Ordering of the stages

## LESSON 3: SURVIVING

The surviving stage of development

## LESSON 4: CONFORMING

The conforming stage of development

## LESSON 5: DIFFERENTIATING

The differentiating stage of development

## LESSON 6: INDIVIDUATING

The individuating stage of development

# Seven stages of personal development

## LESSON 7: SELF-ACTUALIZING

The self-actualizing stage of development

## LESSON 8: INTEGRATING

The integrating stage of development

## LESSON 9: SERVING

The serving stage of development



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**Seven Stages of  
Personal  
Development  
(7SPD)**



# Seven levels of personal consciousness

## OVERVIEW

We operate at levels of consciousness and we grow in stages of development. Normally, the level of consciousness we operate from is the same as the stage of development we have reached. If at any moment in time, we are reminded of our unmet needs from a lower stage of development, or we find ourselves in a situation where our survival, safety, and security needs appear to be challenged, we will descend to a lower level of consciousness. Only when we have learned to master the lower levels of consciousness do we begin to operate from the higher levels of consciousness.

## WHAT YOU WILL LEARN

- How to identify the seven levels of consciousness
- The difference between deficiency needs and growth needs
- How to determine the levels of consciousness you are operating from
- How to differentiate ego needs from soul desires
- Discover what you need to do to operate from full-spectrum consciousness

## 10 LESSONS



# Seven levels of personal consciousness

## LESSON 1: GETTING STARTED

Questions people are asking  
My notes on the reading material

## LESSON 2: CONSTRUCTION OF THE MODEL

The Barrett model

## LESSON 3: THE SURVIVAL LEVEL

Survival

## LESSON 4: THE RELATIONSHIPS LEVEL

Relationships

## LESSON 5: THE SELF-ESTEEM LEVEL

Self-esteem

## LESSON 6: THE TRANSFORMATION LEVEL

Transformation

## LESSON 7: THE SELF-EXPRESSION LEVEL

Self-expression

## LESSON 8: THE CONNECTION LEVEL

Connection

# Seven levels of personal consciousness

## LESSON 9: THE CONTRIBUTION LEVEL

Contribution

## LESSON 10: FULL-SPECTRUM CONSCIOUSNESS

Full-spectrum



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**Seven Levels of  
Personal  
Consciousness  
(7LPC)**



# The evolution of decision-making

## OVERVIEW

We operate at levels of consciousness and we grow in stages of development. Normally, the level of consciousness we operate from is the same as the stage of development we have reached. If at any moment in time, we are reminded of our unmet needs from a lower stage of development, or we find ourselves in a situation where our survival, safety, and security needs appear to be challenged, we will descend to a lower level of consciousness. Only when we have learned to master the lower levels of consciousness do we begin to operate from the higher levels of consciousness.

## WHAT YOU WILL LEARN

- The process of decision-making
- The six vectors of consciousness
- How decision-making evolves at each stage of development
- The importance of the mind's override function
- The importance of values-based decision-making

## 6 LESSONS



# The evolution of decision-making

## LESSON 1: GETTING STARTED

Questions people are asking  
My notes on the reading material

## LESSON 2: THE PROCESS OF DECISION-MAKING

The human brain  
The human operating system  
The six vectors of consciousness  
The evolution of worldviews  
The importance of meaning-making

## LESSON 3: THE FOUR MINDS

Dominant minds  
Brief overview of the four minds

## LESSON 4: THE OVERRIDE FUNCTION

Understanding the override function

## LESSON 5: THE SIX MODES OF DECISION-MAKING

The evolution of decision-making  
Brief overview of the six modes of decision-making

## LESSON 6: VALUES VS BELIEFS

The most important evolutionary shift  
The impact of democracy on decision-making  
Making decisions in VUCA world

# The evolution of decision-making

## LESSON 6: VALUES VS BELIEFS

The most important evolutionary shift  
The impact of democracy on decision-making  
Making decisions in VUCA world



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### The Evolution of Decision-Making (EVDM)



## **Personal Evolution Courses**

- **Five steps to soul activation**
- **The ego-soul dynamics of well-being**
- **The evolutionary human**
- **Living a values-driven life**

# 5 Steps to soul activation

## OVERVIEW

This course provides a step-by-step process for living from soul consciousness. It begins by teaching you how to become aware of your soul. After becoming aware of your soul, you move onto learning how to connect with your soul, and then how to befriend your soul. The next step is the game changer - learning how to trust your soul. From this point on it is only a matter of time before you become one with your soul.

## WHAT YOU WILL LEARN

- Your soul is a field of conscious awareness that is associated with your energy field
- Your ego is a field of conscious awareness that is associated with your body
- Your soul created your ego to protect itself from the pain of separation that it experiences in our material world
- You can only grow and develop if you align your ego's motivations with your soul's motivations
- How to activate soul consciousness

## 10 LESSONS





# 5 Steps to soul activation

## LESSON 1: GETTING STARTED

Questions people are asking  
Five steps to soul activation  
My notes on the reading material

## LESSON 2: BASIC UNDERSTANDINGS

Fundamental principles  
Understanding 3D and 4D awareness  
Your energetic stability  
Emotional vibrations  
The shift from fear to love

## LESSON 3: EGO-SOUL DYNAMICS

The journey of your soul  
Peace and soul consciousness  
What are your fears?

## LESSON 4: BECOMING AWARE OF YOUR SOUL

Everyone needs a story  
What is your cosmology?  
Communications from your soul  
Your experiences  
My experiences  
Time for a meditation

## LESSON 5: CONNECTING WITH YOUR SOUL

Let's start by practicing mindfulness  
What is mindfulness?  
What is meditation?  
Personal mastery  
An 8-step process for mastering your fears

# 5 Steps to soul activation

## LESSON 6: BEFRIENDING YOUR SOUL

Moving from beliefs to values  
Exploring your values  
How are you showing up in the world?  
Time for a meditation

## LESSON 7: TRUSTING YOUR SOUL

The wisdom of the Hopi elders  
Changing your sense of identity

## LESSON 8: BECOMING ONE WITH YOUR SOUL

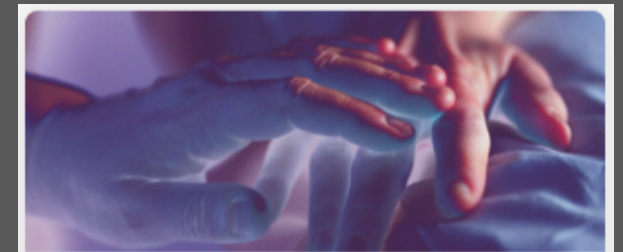
Through the eyes of your soul  
Communications with your soul  
Your commitment to being a soul  
My mission is to serve my soul

## LESSON 9: EVERYDAY LIVING

Techniques for letting go of fear

## LESSON 10: EXPANDING YOUR UNDERSTANDING

Some things you can do to continue your journey



**Five Steps to Soul  
Activation (5SSA)**



# The ego-soul dynamics of well-being

## OVERVIEW

This course describes what it means to be human. It explains how we create our reality and how the reality we create impacts our mental and physical health. Our health and well-being are fundamentally dependent on the degree of alignment we manage to achieve between our ego's motivations and our soul's motivations.

## WHAT YOU WILL LEARN

- How the energy dynamic between the ego and soul affects our lives.
- The link between the stages of development and physical disease.
- Why some women struggle to master the self-actualizing stage of development.
- Why some men struggle to master the integrating stage of development.
- The reasons why people become depressed at each stage of development.

## 9 LESSONS



# The ego-soul dynamics of well-being

## LESSON 1: GETTING STARTED

Questions people are asking  
My notes on the reading material

## LESSON 2: BACKGROUND

A larger jurisdiction for psychology  
A unifying model of existence  
The stages of psychological development

## LESSON 3: THE EGO AND THE SOUL

What is the soul?  
The soul's desires  
What is the ego?  
The ego's needs  
The soul's journey  
The evolution of the ego-soul dynamic

## LESSON 4: ENERGETIC INSTABILITY

Sources of energetic instability  
Energetic instability in the body-mind  
Energetic instability in the emotional mind  
Energetic instability in the rational mind  
Energetic instability in the soul mind  
The impact of fear on the early stages of development

## LESSON 5: A THEORY OF EMOTIONS

Emotions  
Emotions vs feelings  
A theory of emotions  
The six basic emotions  
Mastering your emotions



# The ego-soul dynamics of well-being

## LESSON 6: A THEORY OF FEELINGS

The multiple dimensions of feelings

## LESSON 7: STAGES OF DEVELOPMENT AND THE CHAKRAS

The human energy field

The surviving stage of development

The conforming stage of development

The differentiating stage of development

The individuating stage of development

The self-actualizing stage of development

The integrating stage of development

The serving stage of development

## LESSON 8: STAGES OF DEVELOPMENT AND WELL-BEING

Well-being

Well-being focus at each stage of development

The ego and the soul

The link between the ego stages of development and the soul stages of activation

Two aspects of well-being

The onset of disease at each stage of development



# The ego-soul dynamics of well-being

## LESSON 9: UNDERSTANDING DEPRESSION AND SUICIDE

Depression and suicide

The motivations towards suicide at each stage of development

Seven key developmental factors that contribute to the risk of suicide



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**The Ego-Soul  
Dynamics of Well-  
Being (ESWB)**

# The evolutionary human

## OVERVIEW

At the heart of the concept of the evolutionary human is the idea that evolution was never about species; it was always about consciousness. Therefore, the continuance of 3.8 billion years of evolution on Earth now rests on the shoulders of the evolution of human consciousness. This course explores the concept of evolutionary intelligence and how this intelligence has not only shaped human affairs over the past 200,000 years, but also the whole of evolution.

## WHAT YOU WILL LEARN

- The four planes of being
- The three universal stages of evolution
- The purpose of evolutionary intelligence
- The three algorithms of evolutionary intelligence
- Why the continuation of evolution now rests on progress in human consciousness

## 7 LESSONS



# The evolutionary human

## LESSON 1: GETTING STARTED

Questions people are asking  
My notes on the reading material

## LESSON 2: BACKGROUND

The universal stages of evolution  
Understanding evolution  
The four planes of being  
The evolutionary woman

## LESSON 3: TWO TYPES OF EVOLUTION

Psychological evolution and physical evolution  
Personal and collective psychological evolution  
Material awareness and energetic awareness

## LESSON 4: THE PRINCIPLES OF EVOLUTIONARY INTELLIGENCE

The fundamental role of decision-making  
Evolutionary intelligence and consciousness  
The triggering of evolutionary intelligence

## LESSON 5: UNDERSTANDING PERSONAL EVOLUTION

Models of human development  
The stages of human psychological development  
Stages of development and evolutionary intelligence  
What is an evolutionary human?

# The evolutionary human

## LESSON 6: UNDERSTANDING SOCIETAL EVOLUTION

Societal evolution  
Historical impact or evolutionary intelligence

## LESSON 7: FURTHER STUDIES

Worldviews and the well-being of nations



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### The Evolutionary Human (EVHU)



# Living a values-driven life

## OVERVIEW

As we grow and develop through the seven stages of psychological development, some of our values will stay the same and some of our values will change. The values that stay the same are generally those that we learned during the first three stages of our psychological development. The values that change, are the values that we learn as we move through the later stages of psychological development. This course explores how to live your values at home, at work and in society.

## WHAT YOU WILL LEARN

- Why values-based decision-making is important
- The values of humanity
- How your values compare to the values of humanity
- How to live in a toxic work culture
- The values that are necessary for the evolution of democracy

## 9 LESSONS





# Living a values-driven life

## LESSON 1: GETTING STARTED

Questions people are asking  
My notes on the reading material

## LESSON 2: BACKGROUND

The universal stages of evolution  
Understanding evolution  
The four planes of being  
The evolutionary woman

## LESSON 3: TWO TYPES OF EVOLUTION

Psychological evolution and physical evolution  
Personal and collective psychological evolution  
Material awareness and energetic awareness

## LESSON 4: THE PRINCIPLES OF EVOLUTIONARY INTELLIGENCE

The fundamental role of decision-making  
Evolutionary intelligence and consciousness  
The triggering of evolutionary intelligence

## LESSON 5: UNDERSTANDING PERSONAL EVOLUTION

Models of human development  
The stages of human psychological development  
Stages of development and evolutionary intelligence  
What is an evolutionary human?



# Living a values-driven life

## LESSON 1: GETTING STARTED

Questions people are asking  
It all began when...  
My notes on the reading assignment

## LESSON 2: UNDERSTANDING VALUES

What are values?  
Types of values  
Other types of value  
Values by level of consciousness

## LESSON 3: VALUES VS BELIEFS

The source of separation  
The importance of individuation  
Living in a VUCA world

## LESSON 4: VALUES AND NEEDS

What do you need?  
Changing your value priorities  
The seven stages of psychological development  
Full-spectrum living

## LESSON 5: UNDERSTANDING YOUR VALUES

What are my values?  
More resources  
The values of humanity  
Who are we collectively?  
How do your values align with the values of humanity?  
Universal values  
Values in your personal life

# Living a values-driven life

## LESSON 6: LIVING YOUR VALUES AT HOME

Living with other people  
Internal cohesion  
Courageous conversation  
Living consciously

## LESSON 7: LIVING YOUR VALUES AT WORK

Bringing your whole self to work  
How can you insulate yourself from a toxic work environment

## LESSON 8: LIVING YOUR VALUES IN SOCIETY

Authoritarian regimes  
The fundamental benefits of democracy

## LESSON 9: VALUES AND WELL-BEING

Needs and values at each stage of development  
What people need/value at each stage of development



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**Living a Values-  
Driven Life (LVDL)**



## **Societal Evolution Courses**

- **Seven stages of societal development**
- **The well-being of nations**
- **The Humanity Awareness Initiative**



# Seven stages of societal development

## OVERVIEW

Since the arrival of Homo sapiens on the evolutionary scene 200,000 years ago, six worldviews have emerged. Each worldview evolved in response to changes in social living conditions, and changes in social living conditions were triggered by changes in collective human psychological development. Each new stage of collective human psychological development was accompanied by a shift in collective identity and an expansion of conscious awareness. This course describes the characteristics of the six existing worldviews and lays out a vision of what the next worldview (Humanity Awareness) will look like.

## WHAT YOU WILL LEARN

- Why identity is the foundation of well-being
- The link between well-being and worldviews
- What worldview your nation is operating from
- What worldview is now emerging
- What other worldviews are likely to emerge in the future

## 9 LESSONS



# Seven stages of societal development

## LESSON 1: GETTING STARTED

Identity as the foundation of well-being  
Questions people are asking  
My notes on the reading material

## LESSON 2: UNDERSTANDING WORLDVIEWS

What is a worldview?  
Three types of belief system  
Everyone is on an evolutionary journey  
Why do worldviews evolve?  
The emergence of new worldviews  
Dominant belief systems  
Worldviews and the Global Consciousness  
Indicator

## LESSON 3: CLAN AWARENESS

Survival through sharing and reciprocity

## LESSON 4: TRIBE AWARENESS

Safety through belonging and loyalty

## LESSON 5: STATE AWARENESS

Security through power and strength

## LESSON 6: NATION AWARENESS

Security through authority and education



# Seven stages of societal development

## LESSON 7: WEALTH AWARENESS

Security through status and influence

## LESSON 8: PEOPLE AWARENESS

Freedom through equality and accountability

## LESSON 9: HUMANITY AWARENESS AND BEYOND

Self-expression through the exploration of personal creativity



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**Seven Stages of  
Societal  
Development  
(7SSD)**





# The well-being of nations 2020

## OVERVIEW

This E-Info Course sets forth a comprehensive methodology for measuring and comparing the comparative level of the well-being of nations. It presents the results of these measurements for 2014, 2016, 2018, and 2019. The comparative level of well-being is measured using seventeen global indicators. By adding together the scores for the seventeen indicators it is possible to calculate a total score for a nation. This score is referred to as the Global Consciousness Indicator (GCI) of the nation.

## WHAT YOU WILL LEARN

- The composition of the seventeen indicators that make up the GCI
- How the overall level of well-being is changing in the world
- How the level of well-being is changing in each of the world's regions
- How the level of well-being is changing in the European Union
- The top-ten nations for well-being

## 6 LESSONS

# The well-being of nations 2020 (Information Course)

## LESSON 1: GETTING STARTED

The comparative well-being of nations  
Questions people are asking

## LESSON 2: THE GLOBAL CONSCIOUSNESS INDICATOR

Construction of the GCI  
The GCI and worldviews

## LESSON 3: GLOBAL RESULTS

Global Consciousness Indicator scores

## LESSON 4: REGIONAL RESULTS

Regions by level of consciousness  
Results by region

## LESSON 5: THE EUROPEAN UNION RESULTS

The European Union results by year

## LESSON 6: NATIONAL RESULTS

The top ten nations



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**The Well-Being of  
Nations 2020  
(WB20)**



# The humanity awareness initiative

## OVERVIEW

The purpose of this global initiative is to co-create a world where all human beings and all living creatures can thrive. Since the arrival of Homo sapiens on the evolutionary scene 200,000 years ago, six worldviews have emerged. Each worldwide came about in response to changes in social living conditions, which in turn were triggered by changes in collective human psychological development. The worldview of Humanity Awareness, which is now emerging, represents the seventh worldview. The survival of our species is dependent on the adoption of this worldview.

## WHAT YOU WILL LEARN

- The fundamental principles of Humanity Awareness
- The underlying cosmology of Humanity Awareness
- The values that lie at the heart of Humanity Awareness
- The implications of Humanity Awareness on human well-being
- How humanity awareness will show up in the different sectors of society

## 16 LESSONS



# The humanity awareness initiative

## LESSON 1: GETTING STARTED

The emergence of humanity awareness  
Questions people are asking  
Evolution of worldviews and GCI

## LESSON 2: THE INITIATIVE

How it all began  
The key ideas

## LESSON 3: THE TRIGGERS OF HUMANITY AWARENESS

Triggering events

## LESSON 4: THE COSMOLOGY OF HUMANITY AWARENESS

Soul awareness

## LESSON 5: GOVERNANCE IN HUMANITY AWARENESS

A governance system that reflects everyone's needs

## LESSON 6: HEALTH IN HUMANITY AWARENESS

Psychotherapeutic and energetic healing



# The humanity awareness initiative

## LESSON 7: EDUCATION IN HUMANITY AWARENESS

Child-centred education

## LESSON 8: LEADERSHIP IN HUMANITY AWARENESS

Full-spectrum leadership

## LESSON 9: BUSINESS IN HUMANITY AWARENESS

The meaningful economy

## LESSON 10: JUSTICE IN HUMANITY AWARENESS

Restoring people to wholeness

## LESSON 11: THE ARTS IN HUMANITY AWARENESS

Full self-expression

## LESSON 12: PARENTING IN HUMANITY AWARENESS

Your child is a soul

# The humanity awareness initiative

## LESSON 13: GENDER RELATIONS IN HUMANITY AWARENESS

True equality

## LESSON 14: FINANCE IN HUMANITY AWARENESS

A new economic operating system

## LESSON 15: THE ENVIRONMENT IN HUMANITY AWARENESS

A reverence for nature

## LESSON 16: IMPLEMENTING THE HUMANITY AWARENESS INITIATIVE

Getting from worldview to the next  
Global societal transformation  
The “Bildung” approach



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**The Humanity  
Awareness  
Initiative (HMAI)**



## **Organizational Evolution Courses**

- **Seven stages of organizational development**
- **The fundamentals of organizational transformation**
- **Evolutionary coaching**





# Seven stages of organizational development

## OVERVIEW

This Course is designed to help business leaders, entrepreneurs and change agents understand the developmental framework necessary for creating a successful organization. It describes the seven stages of organizational development and the type of leadership that is required to create a full-spectrum organization - a resilient organization that can respond to all types of business challenges.

## WHAT YOU WILL LEARN

- The seven stages of organizational development
- How to master each stage of development
- The basic needs of organizations
- The evolutionary needs of organizations
- The role of the leader in creating a resilient organization that can respond to all business challenges.

## 10 LESSONS



# Seven stages of organizational development

## LESSON 1: GETTING STARTED

Questions people are asking  
My notes on the reading material

## LESSON 2: THE STAGES OF ORGANIZATIONAL DEVELOPMENT

Understanding the foundation, evolutionary and purpose needs of organizations  
Step by step through the stages of development  
The UN Sustainable Development Goals

## LESSON 3: VIABILITY

Survival

## LESSON 4: RELATIONSHIPS

Loyalty

## LESSON 5: PERFORMANCE

Measurement

## LESSON 6: EVOLUTION

Consciously evolving

## LESSON 7: ALIGNMENT

Internal cohesion

# Seven stages of organizational development

## LESSON 8: COLLABORATION

Community

## LESSON 9: CONTRIBUTION

Social responsibility

## LESSON 10: THE FULL-SPECTRUM LEADER

Seven levels of leadership

The attributes of the full-spectrum leader

The story of a full-spectrum organization



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**Seven Stages of  
Organizational  
Development  
(7SOD)**



# The fundamentals of organizational transformation

## OVERVIEW

This course is an essential primer for change agents, human resource professionals, consultants and business students who want to understand the fundamentals of the cultural transformation of organizations. The course identifies the key indicators of cultural performance and shows how they can be measured using the Barrett Values Centre's Cultural Transformation Tools.

## WHAT YOU WILL LEARN

- The role of business in our modern society
- What leaders must do to create a high-performing culture
- Why organizational transformation begins with the personal transformation of the leaders
- How do you transform the culture of an organization
- How to measure the key indicators of performance that support the cultural transformation of organizations

## 6 LESSONS



# The fundamentals of organizational transformation

## LESSON 1: GETTING STARTED

The four principles of organizational transformation

Walking the talk

Questions people are asking

My notes on the reading material

## LESSON 2: THE ROLE OF BUSINESS IN SOCIETY

Sustainability

The UN Sustainable Development Goals

Transforming an industry

## LESSON 3: THE VALUES-DRIVEN ORGANIZATION

The importance of values

Needs and desires

Other important values

Becoming a deliberately developmental organization

The importance of values in organizations

## LESSON 4: CULTURAL TRANSFORMATION

The importance of culture

The future CEO

Who creates the culture?

The seven types of leader

# The fundamentals of organizational transformation

## LESSON 4 Continued

The full-spectrum leader  
How do you transform an organizational culture  
Whole system change  
Some case studies

## LESSON 5: MEASUREMENT MATTERS

How to measure culture  
The key cultural performance indicators  
What is cultural entropy?  
How do you begin to measure?

## LESSON 6: FREE RESOURCES

Personal values assessment  
Free downloads



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## The Fundamentals of Organizational Transformation (FOTR)

# Evolutionary coaching

## OVERVIEW

No matter what type of coach you are, if you are concerned with the healthy psychological growth of your clients, this is a course for you. It is not about coaching per se, it is about the framework of human development that coaches need to be familiar with in order to facilitate the full emergence of their client's potential - helping them participate in their own evolution, the evolution of their organizations; the evolution of our global society and the evolution of our species.

## WHAT YOU WILL LEARN

- The needs associate with each stage of development
- How to identify primary motivations
- How to identify secondary motivations
- How to master the adult stages of psychological development
- How to let go of the fear-based beliefs that hold people back

## 9 LESSONS





# Evolutionary coaching

## LESSON 1: GETTING STARTED

Questions people are asking  
My notes on the reading material

## LESSON 2: EVOLUTIONARY GROWTH

Your job as an evolutionary coach  
Primary and secondary motivations  
Everyone is on an evolutionary journey  
What prevents growth

## LESSON 3: CULTURAL CONTEXT

The importance of context  
Parental programming and cultural conditioning  
Seeking pleasure and avoiding pain

## LESSON 3 Continued

The importance of individuating and self-actualizing  
The role of the evolutionary coach  
Performance coaching vs Evolutionary coaching

## LESSON 4: IDENTIFYING PRIMARY MOTIVATIONS

What is your primary motivation?  
Identifying primary motivation  
What your answer means

## LESSON 5: IDENTIFYING SECONDARY MOTIVATIONS

Discovering your unmet needs  
Becoming aware of your secondary motivations  
Exercise: Identifying secondary motivations

# Evolutionary coaching

## LESSON 6: MASTERING THE INDIVIDUATING STAGE OF DEVELOPMENT

Suppression of individuation  
The pull towards self-actualization  
Personal mastery  
A word about anxiety  
Types of upset  
From resistance to rage

## LESSON 7: MASTERING THE SELF-ACTUALIZING STAGE OF DEVELOPMENT

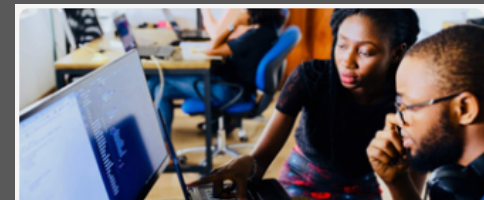
Finding your self-expression  
Search for meaning  
Finding your gifts and talents  
You are absolutely unique

## LESSON 8: MASTERING THE INTEGRATING STAGE OF DEVELOPMENT

Trusting your soul  
Let go and let soul  
Surrendering to your soul

## LESSON 9: MASTERING THE SERVING STAGE OF DEVELOPMENT

Becoming one with your soul  
Staying healthy



**Evolutionary  
Coaching (EVCO)**



## **Leadership Development Courses**

- **The New Leadership Paradigm**
- **Leading self**
- **Leading a team**
- **Leading an organization**
- **Leading in society**

# The New Leadership Paradigm

## OVERVIEW

Since the arrival of Homo sapiens on the evolutionary scene, there have been six stages of societal evolution. Each stage of societal evolution required a new type of leadership. This course describes the type of leadership that is required to manage the next stage of societal evolution - the type of leadership that aligns with the worldview of Humanity Awareness.

## WHAT YOU WILL LEARN

- The societal imperatives of the worldview that is now emerging
- The seven stages of leadership development
- The attributes of a full-spectrum leader
- The importance of the shift from “I” to “we”
- The importance of values-based decision-making

## 10 LESSONS



# The new leadership paradigm

## LESSON 1: GETTING STARTED

Learning to become a leader  
Questions people are asking  
My notes on the reading material

## LESSON 2: SOCIETAL EVOLUTION

The evolution of worldviews  
The triggers of the next worldview  
Business as a wholly-owned subsidiary of society  
Lessons of the Covid-19 crisis for business  
The stages of societal development  
Worldviews and leadership  
A leader focused on sustainability

## LESSON 3: THE FULL-SPECTRUM LEADER

The seven levels of leadership  
The attributes of a full-spectrum leader  
How do you become a full-spectrum leader  
The basic requirements of a full-spectrum leader

## LESSON 4: STAGES OF DEVELOPMENT, WORLDVIEWS AND LEADERSHIP

Who are you?  
What is a worldview?  
The evolution of worldviews  
Leadership in People Awareness  
Leadership in Wealth Awareness  
Why is there a gender bias?



# The new leadership paradigm

## LESSON 5: THE SHIFT FROM “I” TO “WE”

The principles of evolution

The vital links in the chain of evolution

Three ways of adapting to become more resilient

Fundamentals principles of evolution

The gender bias

The three algorithms of evolutionary intelligence in business

## LESSON 6: THE SEVEN LEVELS OF IDENTITY

Depth consciousness or breadth consciousness

The levels of human identity

Fear and identity

## LESSON 7: UNDERSTANDING DECISION-MAKING

The evolution of decision-making

Brief overview of six modes of decision-making

## LESSON 8: VALUES VS BELIEFS

The importance of individuating

The impact of democracy on decision-making

Making decision in a VUCA world

## LESSON 9: EVOLVING AS A LEADER

Leadership and age

Leader or manager

# The new leadership paradigm

## LESSON 9: EVOLVING AS A LEADER

Leadership and age

Leader or manager

The five evolutionary attributes of a leader

Three developmental plateaus

## LESSON 10: ADVANCING AS A LEADER

Four steps on your leadership journey



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### The New Leadership Paradigm (TNLP)





# Leading self

## OVERVIEW

Leading self means understanding the inner workings of your mind and how your actions and behaviours impact other people and the environment, and how your thoughts and beliefs impact your physical and psychological health. To become more conscious you will need to understand the needs of the stage of psychological development you are at, what fear-based beliefs are holding you back, and how to master those fears so you can embrace your authentic self and your self-expression.

## WHAT YOU WILL LEARN

- The stages of personal development
- What it means to become conscious
- Becoming aware of your values and beliefs
- How to get into alignment with your deepest motivations
- How to get into and stay in a state of flow

## 18 LESSONS



# Leading self

## LESSON 1: GETTING STARTED

Understanding self  
Needs of the ego vs. Desires of the soul  
Questions people are asking  
My notes on the reading material

## LESSON 2: THE STAGES OF PERSONAL DEVELOPMENT

Deficiency needs and growth needs  
The Barrett model of personal development  
Ego-soul dynamics of personal evolution  
The ego stages of development  
The alignment of the ego with the soul  
The activation of soul consciousness  
The ordering of the seven stages of personal development

## LESSON 3: BECOMING CONSCIOUS

Mastering the individuating stage of development  
The Iceberg metaphor  
Three steps to becoming conscious  
A note about personal mastery

## LESSON 4: ESSENTIAL TOOLS FOR THE JOURNEY

Mindfulness  
Meditation  
Becoming your own self-witness and self-coach



# Leading self

## LESSON 5: BECOMING AWARE OF YOUR VALUES AND BELIEFS

Step 1 of becoming conscious  
The exercises  
Values and beliefs

## LESSON 6: MY LEADERSHIP JOURNEY

Exercises for exploring your leadership journey

## LESSON 7: UNDERSTANDING MY VALUES

Carrying out a personal values inventory  
The values of humanity  
Aligning your values with humanity  
Universal values

## LESSON 8: EXPLORING MY POTENTIAL FOR FULFILMENT

Exercises for exploring my potential for fulfilment

## LESSON 9: BECOMING AWARE OF YOUR UNMET EGO NEEDS

Step 2 of becoming conscious  
From individuating to self-actualizing

## LESSON 10: MY CHALLENGES

Exercises for exploring my challenges  
The pain of internal misalignment



# Leading self

## LESSON 11: PERSONAL MASTERY

Exercises for mastering my unmet ego needs

Letting go of fears

## LESSON 12: ACHIEVING MY OPTIMUM PERFORMANCE

Exercises for achieving my optimum performance

Setting intentions

## LESSON 13: BECOMING AWARE OF YOUR DEEPEST MOTIVATIONS

Step 3 of becoming conscious  
Your deepest motivations

## LESSON 14: SELF-EXPRESSION

Exercise for exploring my self-expression

## LESSON 15: CONNECTING

Learning the art of connecting

## LESSON 16: CONTRIBUTING

Making my contribution

## LESSON 17: MY WELL-BEING PLAN

My balance wheel

# Leading self

## LESSON 18: WHAT DID I LEARN ABOUT MYSELF

Self reflection



**Leading Self (LSLF)**



# Leading a team

## OVERVIEW

Leading a team or any other group of people is obviously not the same as leading yourself; It requires significantly more skills and capabilities. Just as you learned to create the conditions for your own fulfilment in the *Leading Self* module, you now must learn how to create the conditions for a group of people (your team) to find their individual and collective fulfilment.

## WHAT YOU WILL LEARN

- Getting the right people on board
- The seven levels of team development
- The principles of evolutionary coaching
- Creating alignment in your team
- Managing team dynamics

## 6 LESSONS



# Leading a team

## LESSON 1: GETTING STARTED

Questions people are asking  
Leading a team  
The importance of self-leadership  
My notes on the reading material

## LESSON 2: GETTING THE RIGHT PEOPLE ON BOARD

What type of people do you need on your team?

## LESSON 3: THE SEVEN STAGES OF TEAM DEVELOPMENT

Team development  
Measuring the well-being of your team members

## LESSON 4: THE PRINCIPLES OF EVOLUTIONARY COACHING

Being a coach for your team  
The key principles of evolutionary coaching  
Identifying my primary motivation  
Identifying my secondary motivations

## LESSON 5: CREATING ALIGNMENT

Internal cohesion  
A shared sense of purpose  
A shared set of values and behaviours  
A high level of trust  
The trust matrix exercise



# Leading a team

## LESSON 6: MANAGING TEAM DYNAMICS

Free resources for working with your team



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### Leading a Team (LTEM)



# Leading an organization

## OVERVIEW

Leading an organization is infinitely more complex than leading a team, as it is not something you can do on your own. You need to surround yourself with a leadership team. You need the best team you can get, but more than that you need a team you can trust; a team that trusts each other and a team that trusts you. How to create this, is what this course is about.

## WHAT YOU WILL LEARN

- The seven stages of organizational development
- How to build a strong leadership team
- How to create internal cohesion
- How to create external cohesion
- How to grow your organization

## 7 LESSONS



# Leading an organization

## LESSON 1: GETTING STARTED

Questions people are asking  
Do you want to lead an organization?  
Are you able to lead an organization?  
My notes on the reading material

## LESSON 2: SEVEN STAGES OF ORGANIZATIONAL DEVELOPMENT

The organizational development model  
Measuring the culture of your organization

## LESSON 3: BUILDING THE LEADERSHIP TEAM

Leadership team alignment  
The ability to execute  
The ability to influence  
The ability to build relationships  
The ability to think strategically

## LESSON 4: GETTING THE BASICS RIGHT

Financial stability and employee safety  
Employee and customer loyalty  
Efficiency, productivity and performance  
A winning strategy

# Leading an organization

## LESSON 5: INTERNAL COHESION

Mutual trust

Dealing with conflicts

Shared accountability

Team decision-making

Values alignment and mission alignment

## LESSON 6: EXTERNAL COHESION

Collaborating

Strategic alliances

Social responsibility

Ethical leadership

## LESSON 7: CULTURAL EVOLUTION

Reducing cultural entropy

The components of cultural entropy

The three ways of reducing cultural entropy

The benefits of reducing cultural entropy

Cultural entropy: The theory



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**Leading an  
Organization  
(LORG)**

# Leading in society

## OVERVIEW

There are many ways you can become a leader in a societal context. Whatever leadership role you have will inevitably mean setting up a group or an organization that will need to be led and managed. To lead in society you must become a full-spectrum human being and a full-spectrum leader. You must be able to respond to every challenge you face in a calm and thoughtful manner. You must become a role model for the evolution of human consciousness.

## WHAT YOU WILL LEARN

- Why the worldview of democratic leaders reflects the dominant stage of development of the citizens.
- The four conditions required to attract followers.
- The five skills you need to have to be a leader in the 21st century.
- The seven stages of societal development.
- The two fundamental requirements for the evolution of society.

## 5 LESSONS



# Leading in society

## LESSON 1: GETTING STARTED

The flaws of our leaders  
Questions people are asking  
My notes on the reading material

## LESSON 2: DO YOU WANT TO LEAD IN SOCIETY?

Questions and conditions  
Are you able to be a societal leader?

## LESSON 3: SOCIETAL EVOLUTION

Seven stages of societal development  
The evolution of societal development  
The type of leadership associated with each worldview

## LESSON 4: CULTURAL STABILITY

Internal cohesion  
Democracy and personal development  
The evolution of democracy  
Personal evolution

# Leading in society

## LESSON 5: EXTERNAL EQUILIBRIUM

External cohesion  
Global governance  
Nations as cultural containers of  
consciousness

## LESSON 6: CULTURAL EVOLUTION

Cultural mindsets and worldviews  
Reducing cultural entropy  
The global consciousness indicator



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**Leading in Society  
(LSOC)**